

CANDIDATE PROFILE

The ideal candidate for Riverside's next Chief of Police will have a broad and varied professional background which demonstrates success in working with diverse communities while leading a professional law enforcement agency engaged in proactive community policing.

Education and Experience

- Any combination of experience and education that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be: 1) completion of a bachelor's degree, from an accredited college or university, with major work in police science, public or business administration, or a related field; and 2) ten years of broad and extensive experience in all major phases of municipal police work, including at least five years in a responsible senior management capacity (generally at the rank of Captain or above), preferably in a medium to large size municipal police department.
- California experience with a City or County law enforcement agency is highly preferred, as is experience at the level of Chief, Assistant/Deputy Chief or equivalent. For those whose experience is with a City, having worked under a Council-Manager form of government would be a plus. Familiarity with the Riverside area would also be highly beneficial.
- Demonstrated Success in working with a highly diverse community is essential.
- Effective community involvement is important, in balance with the duties of the position.
- A stable, progressive employment history is very important.

Technical Knowledge & Skills

Qualified candidates must demonstrate excellent interpersonal and presentation skills, as well as knowledge of:

- Modern principles, practices and techniques of police administration, organization and operation.
- Technical and administrative phases of crime prevention and law enforcement, including investigation and identification, patrol, traffic control,

juvenile delinquency control, record-keeping, and care and custody of persons and property.

- Laws, ordinances and regulations affecting the work of the Department.

Professional Characteristics

The ideal candidate will bring several key traits/hallmarks to this highly competitive recruitment process.

- **Expert Communicator:** Communicates clearly and concisely, both orally and in writing.
- **Strategic Manager:** Plans, directs and coordinates the work of the Police Department to meet short-term public safety objectives in concert with the Department's multi-year Strategic Plan priorities.
- **Solid Leader:** Develops and administers sound Departmental policies, making decisions in accordance with laws, regulations and City/Department policies
- **Inclusive Recruiter:** Attracts and retains a diverse staff of sworn and civilian staff enriched by the cultural diversity which sets Riverside apart.
- **Respected Mentor:** Identifies and develops talented subordinates to assume increasing levels of responsibility in service to the community.
- **Skilled Supervisor:** Delegates, while monitoring performance. Holds subordinates accountable in a timely manner, and imposes discipline when appropriate.
- **Collaborator & Bridge Builder:** Promotes community unity and forges effective working relationships. Bilingual skills are a definite plus.
- **Facilitator:** Works constructively with all internal and external stakeholders, to include command staff as well as labor organizations.
- **Reformer:** Takes RPD to the next level in modern community oriented policing while finalizing and implementing the Department's Strategic Plan.
- **Fair Minded Leader:** Leads, by clear example, to ensure that officers value the richness of Riverside's ethnic diversity and interact with all community members in an evenhanded manner.
- **Proactive Police Chief:** Invests in Riverside's future by reducing gang/youth problems through meaningful intervention strategies.

- **Team Player:** Respects the chain of command (City Manager) while serving Riverside's elected leaders (City Council & Mayor), and working alongside Department Heads and with subordinates.
- **Visionary:** Leads to achieve the City's long-term vision for its Police Department.

Personal Traits

Riverside's next Police Chief will be a strong leader and an outstanding administrator. He/She will be team oriented (both within the Department and with other departments), work with an open door, relate well to the rank and file, and lead always by example. The Chief will provide consistent communication with and outreach into all City communities, promote citizen involvement in fighting crime, and promote a successful relationship with the schools.

The Chief will also "walk the talk," by demonstrating key personal traits which include being: respectful and sensitive in dealing with a diverse community and staff; honest; trustworthy; ethical; straightforward; apolitical, yet politically savvy; approachable and accessible; and an active listener. He/She will be motivational, energetic and enthusiastic, dynamic, proactive, innovative, courageous, decisive, as well as flexible and patient. The Chief's passion for police work in service to the community will be a hallmark of his/her daily endeavors.